



Northern Virginia Community College (NOVA)

Workforce & Continuing Education

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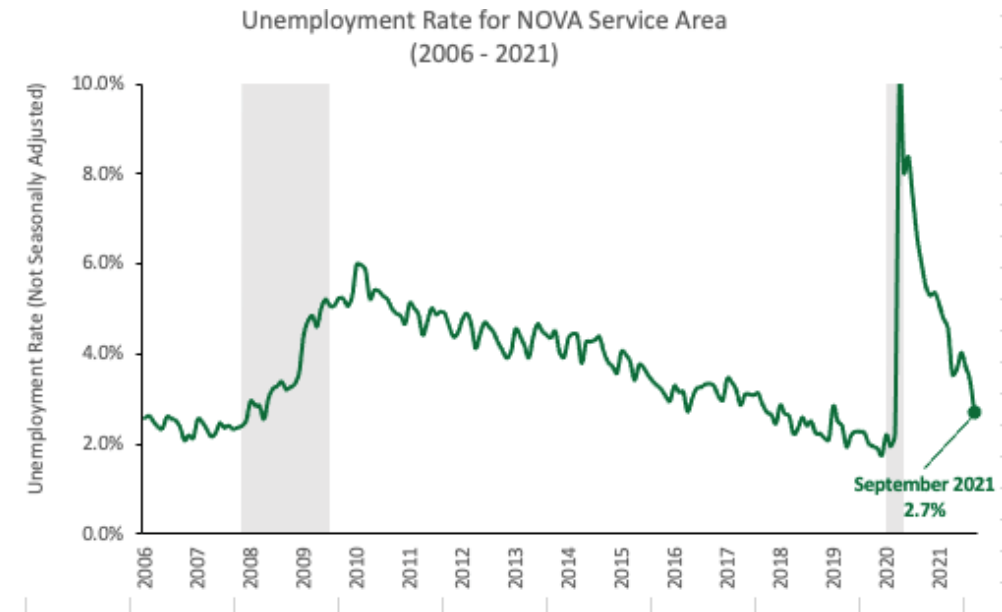
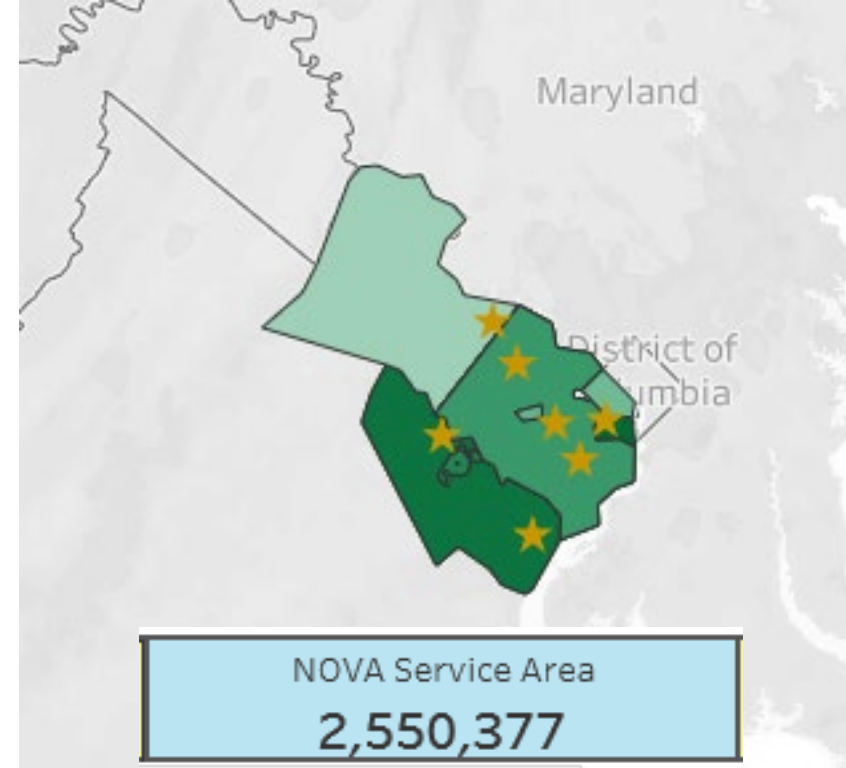
Jennifer Merrill
Manager, Student Services, NOVA Workforce

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Manager, Technical and Operations, NOVA Workforce

NOVA | Northern Virginia
Community College

ABOUT NOVA

- NOVA is the largest public educational institution in Virginia, comprised of approximately 80,000 credit and non-credit students enrolled in 120 credit and **195 continuing education programs** (2020-21 academic year).
- NOVA is also one of the most internationally diverse colleges in the United States, with a student body consisting of individuals from more than 100 countries.
- NOVA is located near Washington D.C. with 6 campuses and 1 center spread across Northern Virginia.



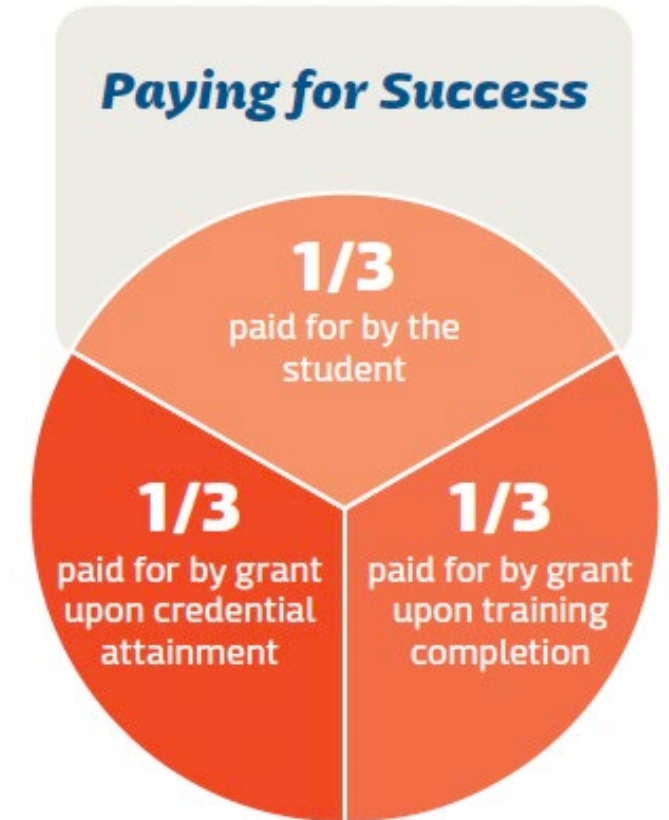
NOVA WORKFORCE - AT A GLANCE

- Self-sustained department within NOVA
- 26 employees
- 4 full-service office locations
- 129 part-time adjuncts
- 161 course offerings, including 18 FastForward courses
- 3,371 students enrolled in 536 classes
- 10 companies and 292 students served in 69 customized classes
- 72% students enrolled in FastForward courses are supported by non-credit financial assistance, such as G3 and FANTIC



FASTFORWARD PROGRAM OVERVIEW

- Virginia's investment in non-credit programs that lead to in-demand, industry-recognized credential
- Funded by the Virginia's Workforce Credential Grant (WCG)
- Created to sustain a demand-driven supply of credentialed workers for high-demand occupations in the Commonwealth
- Funding short-term training programs locally through Virginia's Community Colleges
- Helping Virginia residents get credentials that are industry-recognized, portable, third-party validated, reviewed for articulated credit and stackable, where possible
- Virginia domiciled residents can take FastForward programs by paying only one-third (1/3) of the full tuition cost, provided they successfully complete the program
- Permits students to use financial assistance (FANTIC and G3)
- Over 32,700 credentials earned since its implementation in 2016 (January 2022)



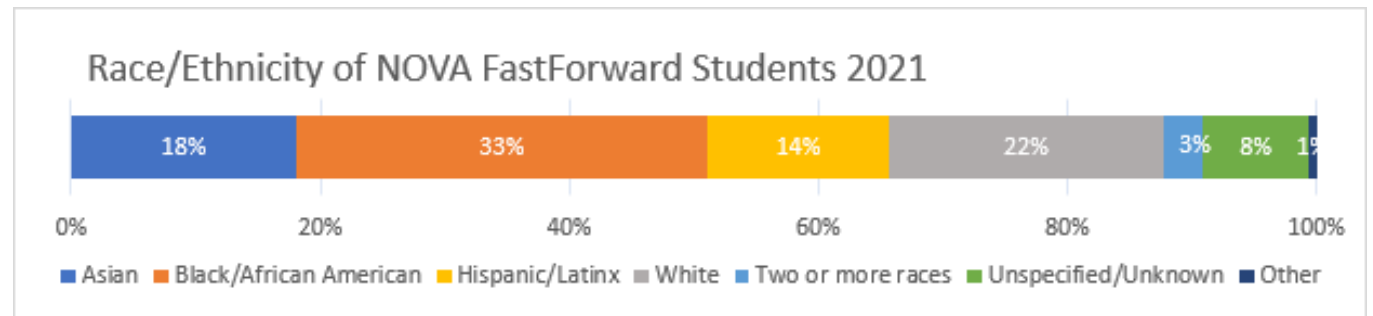
NOVA FASTFORWARD - AT A GLANCE

- Over 4,000 students have been served at NOVA through FastForward (2016-2022)
- The majority of students served are from minority populations
- About 75% students enrolled in FastForward courses are supported by non-credit financial assistance (G3 and FANTIC)
- **36% average wage increase** for students who earn credentials through a FastForward program
- **61% median wage increase** for healthcare credential earners

FastForward FY22 Industry Sector	Students (undup)	Enrollments (dup)	% Course Completion	% Credential Attainment
Information Technology	439	562	97%	33%
Healthcare	364	371	95%	85%
Trades & Business	117	118	89%	63%
Total	913	1051	95%	54%

Top 5 FastForward programs in Spring 2022

- Clinical Medical Assistant
- CompTIA A+ Certification
- CompTIA Security+ Certification
- Certified Billing & Coding Specialist
- Commercial Driver's License Class A



AREAS OF FOCUS TOWARDS QUALITY IMPROVEMENT

- **Increasing individual and business knowledge of workforce credentials**
 - Make credential-related information readably available to students and employers
 - Understand the industry, job eligibility and expectations, and employer hiring practices
 - Connect students with jobs: Career Connection and Guaranteed Interview Program
- **Identifying and removing barriers to credential completion and stacking**
 - Strengthen student support: dedicated advisors
 - Offer orientation & onboarding experiences to help explain the educational and career pathways
 - Increase number of credentials approved for Credit for Prior Learning (CPL); make CPL credential-related information readably available to credential seeking students
- **Collecting better information on students**
 - Identify student motivation
 - Continuous reassessing students to inform program design
 - Ensure training programs are addressing student needs

Continued ...

- **Assessing the quality of the instruction**
 - Offer relevant professional development opportunities for noncredit faculty to help them meet the demands and the unique challenges of FastForward programs and students
 - Ensure teaching strategies support achieving the learning outcomes
 - Improve data on instructional performance
- **Collect better information on credentials awarded to students**
 - Improve data on attempted vs. successful completers
 - Did credential lead to meaningful employment and to further learning?

STUDENT MOTIVATIONS FOR SHORT-TERM TRAINING

- Based on a recent survey ...
 - Position themselves for a better job (33%)
 - Explore a possible job or career change (27%)
 - Get skills to re-enter the workforce (18%)
 - Learn new skills to advance in current job (9%)
 - Improve skills in current job (6%)



In May 2021, Mehreen Khan successfully completed the Nurse Aide Program and earned her Nurse Aide license. She recently opened a home healthcare agency and has come back to the college looking to hire students and participate in Career Connection.



Questions?

NOVA

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www.nvcc.edu/workforce